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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q72-Q77):

NEW QUESTION # 72

How many Candidate Profile Templates can you configure in an instance?

- A. One for each Job Requisition template
- B. One for internal candidates and one for external candidates
- C. One for all candidates
- D. One for internal candidates and one for each external career site

Answer: B

Explanation:

In SAP SuccessFactors, only two Candidate Profile Templates can be configured per instance: one template for internal candidates and one for external candidates. This setup ensures that both internal and external candidates have tailored profiles with relevant

fields based on their unique needs.

Configuration Details:

Internal and external candidate profiles are configured separately to cater to different recruiting processes and visibility requirements.

This configuration is done through the Candidate Profile Template XML in Provisioning or Admin Center.

Reference:

Explanation of Incorrect Options:

Option A - One for all candidates: SAP SuccessFactors supports separate profiles for internal and external candidates.

Option B - One for each Job Requisition template: The candidate profile template is not tied to individual requisition templates.

Option D - One for each external career site: Only a single external candidate profile template is allowed for all external sites.

NEW QUESTION # 73

Why does a user need to wait to use a job board after it has been added from the Job Board Market Place?

Note: There are 2 correct answers to this question.

- A. Posting Profiles need to be associated with a contract.
- B. The job board may need to activate the configuration.
- C. **Recruiting Posting needs to synchronize.**
- D. **Recruiting Posting may need to activate the configuration.**

Answer: C,D

NEW QUESTION # 74

How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

- A. Define the permissions in the Role-Based Permissions section in the Admin Center.
- B. **Add the operators for each permission block.**
- C. Permission the J role for each field.
- D. **Assign a permission to a field for each status (pre-approved approved and closed).**
- E. **Set the permissions to write or read for each field.**

Answer: B,D,E

Explanation:

In SAP SuccessFactors Recruiting, defining permissions for job requisition fields involves several key steps to ensure that the right users have the necessary read or write access for each field:

Assign Permission for Each Status (Option A):

Different statuses in the requisition lifecycle (pre-approved, approved, and closed) may require distinct permissions for fields.

Add Operators for Each Permission Block (Option B):

Define operators (e.g., recruiter, hiring manager) for each permission block, determining who can view or edit fields.

Set Write or Read Permissions (Option D):

Specify the level of access—either read or write—for each field based on the roles and statuses.

Reference:

Explanation of Incorrect Options:

Option C - Permission the J role: Permissions are assigned by field and operator, not a single role.

Option E - Role-Based Permissions in Admin Center: Job requisition field permissions are typically configured within the Job Requisition Data Model XML, not directly in Role-Based Permissions.

NEW QUESTION # 75

Which step is required to connect an Application template to the Job Requisition template?

- A. Connect the templates in Form Template Settings.
- B. Map the <application-status-set> in the Job Requisition template.
- C. Configure a new Application template with a new << template-name>>.
- D. **Map the application template name in the Job Requisition template.**

Answer: D

Explanation:

To connect an Application template to a Job Requisition template, you must map the name of the application template in the Job Requisition template. This configuration ensures that the requisition is correctly associated with the application template, allowing applicants to complete the correct application form.

Define the Application Template Name in the Job Requisition XML:

Open the Job Requisition XML template and locate the section where the application template name is referenced.

Use the application-template-name field to link the correct application template.

Save and Deploy the Configuration:

Ensure the updated XML file is correctly uploaded to the system to activate the connection.

NEW QUESTION # 76

What must you do to request access to a customer's Provisioning?

- A. Assign the customer to your Provisioning ID.
- B. Have access to the customer's signed contract.
- C. Enable Company Settings in Provisioning for the customer.
- D. Gain customer approval to access their instance.

Answer: D

Explanation:

Access to a customer's Provisioning environment in SAP SuccessFactors requires prior authorization from the customer. Gaining customer approval is mandatory because Provisioning contains critical backend settings that can impact system functionality, configuration, and data security.

Steps to Gain Access:

Obtain explicit customer approval through official channels, often documented through emails or formal requests.

This approval is necessary before logging into the customer's Provisioning instance, and it may also involve compliance with additional access protocols or agreements.

Reference:

Explanation of Incorrect Options:

Option A - Customer's signed contract: The signed contract does not provide access authorization to Provisioning.

Option C - Assign the customer to your Provisioning ID: Access is not obtained by assigning IDs; it requires specific approval.

Option D - Enable Company Settings in Provisioning: This is not an access requirement but a configuration task within Provisioning.

NEW QUESTION # 77

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